

Feedback Model

Feedback Tracking

“When You”

Behavior *“said,” “did” (specific)*

Impact *(On the group member - group)*

“(Behavior) “said”, “saw”, “heard,” “ did” (specific)

Inference *“I made was”.....(Assumptions, meaning made)*

Another Possible Intervention *(Describe Specifically –
Say, Do, Not Say)*

- When you (describe behaviors)
- I noticed (impact – describe behaviors)
- My assumption was (this is your inference/projection only)
- Some possible alternate interventions might be (suggestions - behavioral)